

Annual Meeting Number

VOLUME III

The

NUMBER 11

A.T.A. Magazine

OFFICIAL ORGAN OF THE ALBERTA TEACHERS' ALLIANCE, INC.

MAGISTRI NEQUE SERVI



APRIL, 1923



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Our New Map of Alberta Made a Tremendous Hit

At the Easter Meeting of the A.T.A. and A.E.A. in Edmonton

TEACHERS from all over the Province concurred enthusiastically in the endorsement of such leaders of educational thought as Mr. John Ross, Deputy Minister of Education who said: "I consider that this map is superior for teaching purposes to any of the maps that I have seen"; as Mr. G. W. Gorman, Chief Inspector of Schools for Alberta, who said: "I do not hesitate to say that this is the most suitable map of Alberta, for Public School instruction purposes, on the market today"; as Mr. W. G. Carpenter, Superintendent of Edmonton Public School Board, who said: "I can say that it splendidly interprets the new course in geography as far as the Province of Alberta is concerned," and as Mr. Howard Stutchbury, Trade Commissioner for the Province of Alberta, who said: "I consider it the most complete publication up to the present time; the locations of all the Natural Resources appear to be very carefully done."

SPECIAL FEATURES OF THE NEW MAP

In addition to complete information and markings of Cities, Towns and Villages, this Map shows the boundaries of Prairie, Park and Bush, Mountain Ranges and Peaks, Lakes and Rivers, Indian Reserves, Irrigation Districts, Parks and Forest Reserves, and full information as to the Natural Resources of the Province. Main Motor Roads are distinctly marked, as are also Watersheds, Contour Lines and Elevations.

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Same, with self-acting spring roller and portable board	11.50

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The A.T.A. Magazine

MAGISTRI NEQUE SERVI

Official Organ of the Alberta Teachers' Alliance, Inc.
Published on the Tenth of Each Month.



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The A.T.A. Magazine

EDITOR: H. C. Newland, M.A., LL.B., Edmonton.

ASSOCIATE EDITORS: T. E. A. Stanley, Calgary; J. T. Cuyler, Medicine Hat; Miss M. J. Goudie, Medicine Hat; R. V. Howard, Canmore; C. S. Edwards, Edmonton.

BUSINESS MANAGER: John W. Barnett, Edmonton.

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OLDS SCHOOL BOARD
BRANDON (MAN.) SCHOOL BOARD
WABAMUN SCHOOL BOARD
CASTOR SCHOOL BOARD
WAINWRIGHT S. D. No. 1658
GLENWOOD CONSOLIDATED No. 32
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Candidates selected for the above posts who are members of the A.T.A. are earnestly requested to apply for information to

JOHN W. BARNETT,
General Secretary-Treasurer,
Alberta Teachers' Alliance,
10701 University Ave., Edmonton.

Official Announcements

PAYMENTS REQUIRED OF MEMBERS

	Membership		Subscription	Total
	Dues to	A.T.A.	to The A.T.A.	
Annual Salary			Magazine	
(1) Under \$1500	\$ 5.00		\$ 1.00	\$6.00
(2) \$1500 but less than \$2000	7.00		1.00	8.00
(3) \$2000 but less than \$2500	9.00		1.00	10.00
(4) \$2500 and over	10.00		1.00	11.00

N.B.—The above dues include membership to the Canadian Teachers' Federation. The subscription to the "A.T.A. Magazine" is not compulsory, but no loyal member of the Alliance should withhold the \$1.00 subscription.

5. A vigorous collection campaign now will do more than anything else to assist the Executive in planning for the entire year. A splendid collection report will mean more than most members realize.

Has your Local appointed a good live membership committee?

CONTRACTS—TEACHERS ACCEPTING NEW POSITIONS

A recent judgment of the Alberta Appeal Court shows that a secretary-treasurer of a school board cannot be delegated to make arrangements for appointing a teacher except the school board has by resolution at a regular or special meeting specifically appointed the particular teacher. If a teacher receives a letter from a school board accepting him as teacher it is necessary that there be a guarantee given that a resolution such as referred to above has been formally passed by the board; otherwise the teacher has no hold on the school board nor any of the members or officials thereof. The contract **MUST** be signed before the teacher commences duties.

REPORTS OF LOCAL ALLIANCE MEETINGS, ETC.

The A.T.A. Magazine does not contain sufficient Alliance news. This complaint is frequently made. The fault, however, is not due to the management, but to the fact that the Editor and others responsible for collecting material for the Magazine are not given the necessary support by the Locals. If a Press Correspondent has not been appointed by your Local, the Secretary or President should send in reports of Local Alliance Meetings, School Fairs, Items of Personal Interest—to members, new appointments, marriages of members, deaths of members, etc., Reports of Conventions and Institutes, and all other items of local educational interest. These reports are really **DESIRED**, and persons sending same will receive the sincere thanks of the Provincial Executive.

TEACHERS IN DIFFICULTIES

Members are urgently requested not to prejudice their case by acting without having received advice previously. Several cases have recently been brought to our notice where teachers have been stampeded into action—have even resigned—thereby rendering it impossible for the Alliance to be of assistance.

If a member in difficulties is a member of a Local Alliance, refer your case to the Local Executive, and if they so recommend, the matter may be referred to Headquarters. A report should be forwarded by the Local Executive. Many cases may be more expeditiously and successfully dealt with by the Local Alliance than by the Central body. Local organizations should function wherever possible.

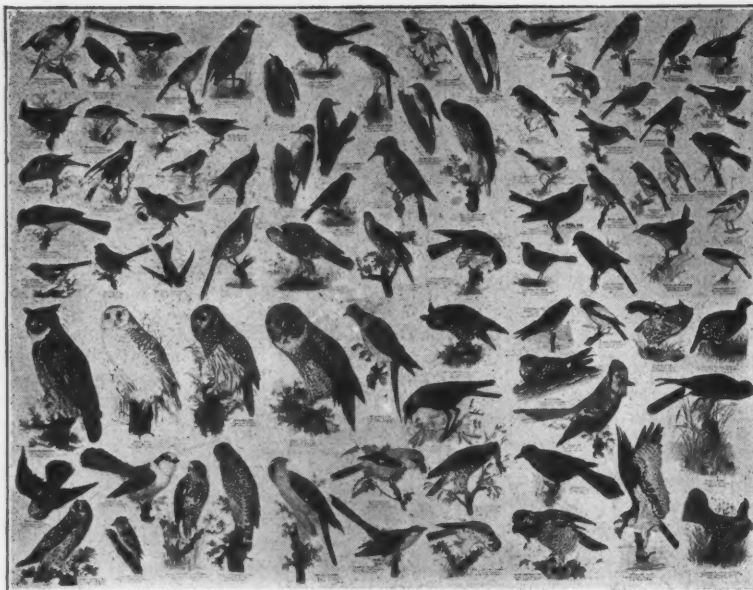
If a Member at Large, a letter, lettergram or long distance phone call will be promptly attended to, and the necessary advice tendered. (Phone Number 31583, Edmonton.)

NAMES AND ADDRESSES OF LOCAL SECRETARIES

Local Alliance	Name and Address of Secretary
BASHAW	J. L. West, Bashaw.
BASSANO	Mrs. Bell
BEISEKER	D. Gallagher
BLUEGRASS	Mr. Golley, Tripoli.
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Province.....

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DIDS BURY	Mr. Grant.
DONALDA	Miss L. M. Flack, Donalda.
DRUMHELLER	T. E. Rodie, Drumheller.
EDGERTON	Mr. R. Hulland, Edgerton.
EDMONTON HIGH	Mr. R. L. Mattern, M.A., Strathcona High School.
EDMONTON NORMAL	D. O. Sproule
EDMONTON PUBLIC	Wellesley Fraser, Parkdale School.
EDMONTON SEPARATE	Miss M. McAnally, 10011 113th St.
EDSON	Mrs. O. Sweet.
ELNORA	Manson I. Kelly.
ERSKINE	Mr. A. D. Norris.
FORT SASKATCHEWAN	E. Muncaster
GLEICHEN	Miss A. H. Noble.
GRANUM	Mr. G. Bishop, Granum.
HANNA	Miss E. A. McLeod, Hanna.
HARDISTY	Mr. Foster.
HIGH RIVER	Miss A. Creighton, High River.
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LACOMBE	Nelson Gourlay
LAMONT	Miss Ada A. Crilley, B.A.
LETHBRIDGE	Miss Jean Jackson, 1236 6th Avenue South, Lethbridge.
LOYALIST	C. Scarborough
MAGRATH	Miss R. Glenn, Magrath.
MEDICINE HAT PUBLIC	R. B. Torjussen, 836B 4th Street
MEDICINE HAT HIGH	Mr. W. R. Baker, B.A., Alexandra High School.
MILLET	E. Anderson
MONTARIO	John Paul, Monitor
MUNDARE	Miss J. J. S. McCallum, Mundare.
NANTON	Mr. H. G. Menzies, M.A., Nanton.
OKOTOKS	Miss L. C. Patterson, Okotoks.
ORION	Miss A. Yuill, Orion.

OYEN	Miss Alice C. Robinson, Oyen.
PINCHER CREEK	Miss B. Saville, Pincher Creek
PROVOST	Miss A. Imlah, Hayter.
RAYMOND	Miss N. Erdman, Raymond
REDCLIFF	Mr. E. S. Ames, Redcliffe.
RED DEER	Miss Pearl Ebert, B.A., Red Deer.
ROCKY MOUNTAIN PK.	Miss M. E. Porter, Canmore.
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STETTLER	Miss Grace Rogers, Stettler.
STIRLING	M. Campbell, Stirling.
STROME	M. Creig, Strome
SUFFIELD	Mr. Thos. Baillie, Brooks.
TABER	Miss Lily Perkins, Taber.
THREE HILLS	Miss Simons, Three Hills.
TOFIELD	Miss McNeill
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VEGREVILLE	James McCrea, Vegreville.
VERMILION	Miss L. Oakley, Vermilion
VETERAN	I. Davis, Veteran
VIKING	Miss G. Gallagher.
VULCAN	Miss C. Wylie, B.A., Vulcan.
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WETASKIWIN	Miss O. I. Blakeley, Wetaskiwin.
YOUNGSTOWN	W. E. Frame, Youngstown.

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CESSFORD	Mr. Adams, Cessford
DUCHESS	Miss Smith, Duchess
DALROY	O. C. Reed
ENCHANT	Mrs. Hill, Enchant
ROSEMARY	Mr. McNamara, Rosemary
ATHABASCA	Mr. C. O'Daly.
LINFIELD	Mr. W. Wallace
GEM	Ruth M. Rannie

Newly appointed Secretaries of Locals are asked to inform Headquarters immediately after appointment in order that our record may be kept up-to-date. The list of Locals and Secretaries will be published every month in the A.T.A. Magazine.

Sixth Annual General Meeting of the Alberta Teachers' Alliance Inc.

THE Sixth Annual General Meeting of the Alberta Teachers' Alliance was held in Edmonton during Easter Week in the First Presbyterian Church. The first session was held on the Monday afternoon, and again in the evening and the other sessions were sandwiched between the different sessions of the meetings of the Alberta Educational Association.

A. T. A. Handles Discussion on Course of Studies at the A. E. A. Convention

A new feature was evidenced this year when the Alliance took over two sessions of the A.E.A. Convention for the purpose of dealing with the Public and High School Course of Studies. On Tuesday afternoon the whole of the Public School Teachers met in general session under the chairmanship of Mr. J. E. Somerville, B.A., president-elect of the A. T. A. and a very lively and helpful discussion in a general way on the different subjects of the New Course of Studies for Public School Grades took place. Mr. G. F. McNally, Supervisor of Schools, gave an address on the course in citizenship, which stimulated vigorous debate, and a marked feature of this meeting was the readiness with which the different speakers showed themselves prepared to set forth the views of the teachers of their own district, which views had been made known to

them in the different Local Alliance meetings and Departmental Institutes and Conventions. In one way only was the discussion unsatisfactory—such a huge question as a "Criticism of the New Course of Studies" could not possibly be dealt with effectively in the time allotted to the question; it would take a week at least to deal thoroughly with it. It was very apparent that the teachers of Alberta have done some thinking throughout the year and are quite capable of making a real contribution to the formulating of a course of studies. The criticisms leveled at the course were not generally destructive and it was apparent that Mr. McNally's statement was heartily welcomed, that the New Course would be on trial for yet another year before the Course of Studies would be finally amended; more experience and a longer trial of the New Course is very evidently desirable.

On Wednesday morning the Public School Sections met in Grade Sections in the McKay Avenue School for the purpose of dealing with the specific recommendations with respect to the content of the course in the various subjects in the different grades. The A.T.A. Questionnaires on many of the subjects of the course had been sent out to locals and the replies to the questionnaires had been carefully scrutinized and crystallized by committees working under Miss Florence Lin-

Nine-Tenths of Getting Ahead Consists of Laying Something Aside -John Wanamaker

Protect Yourself by Purchasing Bonds

Bonds are a favorable form of investment. Many young and middle-aged people after losing their earnings by speculation and lack of system of saving, are now buying bonds for the protection of themselves in their older age. Bonds are a guaranteed investment. They differ from stocks in that the interest is guaranteed and the principal is returned at a definite time. The interest on stock is not guaranteed and the principal can only be obtained by reselling the stock. For instance, Victory Bonds guarantee $5\frac{1}{2}\%$, and the principal is returned in 10, 15 or 20 years, whichever period you chose in purchasing.

Usually it requires a large sum of money with which to purchase bonds, making it difficult for the ordinary individual to do so, but the Commercial Life Assurance Company of Canada offers you the opportunity of purchasing guaranteed gold bonds by making monthly payments, with the added advantage that your bond is considered fully paid for in the event of your death before completing the payments. A small payment of about \$7.75 per month will give you a \$1,000 gold bond ten years from the time of your first payment. A 15-year gold bond, guaranteeing \$1,000, can be purchased for about only \$4.90 per month, and a 20-year gold bond for about only \$3.60 per month. Double these amounts and make it a \$2,000 Gold Bond, and so on.

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-JOHN WANAMAKER

den, chairman of the Junior Public School Section, and Mr. Geo. Clayton, chairman of the Senior Public School Section. The reports of these committees were read at the different grade meetings and they had an important bearing on the recommendations passed. The recommendations passed by these meetings will therefore have great significance in that they embody the opinions of the teachers present at the convention, also the opinions of the teachers who have assembled throughout the past year in Local Alliances and Institutes—the recommendations will be province wide.

The High School Sections had been organized under the direction of Mr. D. L. Shortcliffe, M.A., Chairman of the High School Section. During the Tuesday afternoon and Wednesday morning sessions the High School Teachers met in sections and discussed the Second Interim Report of the Committee on High School Education. The proposed New Course of Studies for High Schools was very thoroughly discussed and the recommendations made together with the reports from the Public School teachers on the New Course of Studies have been transmitted by the Alliance to the Department of Education.

A. T. A. Business Sessions

Fifty-three resolutions had been previously sent to headquarters for consideration at the Annual General Meeting and it speaks volumes for the unity of aim of the Alliance members in different parts of the province when so comparatively few of the resolutions on the order of business are defeated. The delegates had come instructed as to their attitude on the different questions to be submitted and very few of the resolutions dealt with but were either passed or rejected by overwhelming majorities. The resolutions recommending the abolition of Cadet Corps in Public and High Schools led to most vigorous discussion, but it was evident that the overwhelming opinion of the teachers of Alberta is against Military Inspection and Influence being continued as a feature of school life.

As was the case last year, the report of the Law Committee delivered by the General Secretary was very closely followed and the delegates seem to realize that the Law Committee work of the Alliance is of the greatest importance. The reports of the President, General Secretary and Treasurer appear elsewhere in this issue. These reports were heartily received as were the reports of the following: Public School Curriculum, by Mr. Geo. Clayton, representative of the A.T.A. on the General Committee; High School Curriculum, by H. C. Newland, M.A., L.L.B., A.T.A., representative on the High School Curriculum Committee; Geographic Representatives by Miss K. Cheqwin, Edmonton; Miss M. B. Tier, Calgary; Miss Ada I. Wright, N. Alberta; Mr. W. S. Brodie, B.A., S. W. Alberta; Mr. D. M. Sullivan, M.A., S. E. Alberta. The A.T.A. Magazine report delivered by Mr. Newland, the Editor, shewed that the magazine is now on a self-sustaining basis and gives promise of being a financial asset. Miss Mary R. Crawford delivered her report on her reception as A.T.A. Delegate to the Alberta Civil Service Association and Mr. F. Speakman his impressions as A.T.A. Delegate to the Alberta Trustees' Association.

The Tuesday evening session was devoted almost entirely to the hearing of "Addresses of Welcome and Hearing of Fraternal Delegates." The following addressed the Alliance: His Worship, the Mayor of Edmonton; Mr. J. J. Murray, representing the Edmonton School Boards, Separate and Public, also the Alberta Trustees' Association; Mrs. Ross of Millet, the

U.F.W.A.; Mr. Jas. Fife, the Alberta School Inspectors' Association; Mr. Elmer E. Roper, General Secretary of the Alberta Federation of Labor; Mr. J. W. Dodds, President, Alberta Civil Service Association. A kindly welcome and fraternal greeting not unmixed, in certain cases, with carefully considered advice was tendered to the delegates.

The following were elected members of the executive for the ensuing year: President, J. E. Somerville, Edmonton Public Local; Vice-President, F. D. B. Johnston, Calgary High Local; Geographic Representatives: Calgary, Miss M. B. Tier, Calgary Public Local; Edmonton, H. C. Newland, Edmonton High Local; N. Alberta, Miss Ada I. Wright, Vegreville Local; S. E. Alberta, Miss Marie J. Goudie, Medicine Hat High Local; S. W. Alberta, Golden L. Woolf, Cardston Local.

Mr. Peasley remains, ex-officio, as Past President, a member of the Executive of the Alliance, also Mr. Barnett as General Secretary-Treasurer.

It was decided to insert the appeal re New Westminster, Edmonton, Moose Jaw and Brandon in the A.T.A. Magazine, and the General Secretary-Treasurer was instructed to pay the per capita assessment of 50 cents per member to the Canadian Teachers' Federation. One outstanding resolution passed by the meeting was that a Bureau of Education be established under the A.T.A. for the purpose of assisting members to keep in touch with the scientific work of education, to improve their professional training, to mold public opinion in educational matters and to assist teachers in bringing about a greater uniformity in the grading of pupils. This will finally mean a large research department and another devoted to correspondence courses for teachers.

The Alliance passed a very strong resolution of protest against the dismissing of half of the inspectorial staff of the province and another asking that the Department continue in every possible way the support formerly given to the Summer School for Teachers.

A FORM OF ENGAGEMENT

Members of the Alliance will doubtless have realized after reading the judgment in the McEwan Appeal case in what a very peculiar position the teacher finds himself when he receives a letter of appointment from a school board official, if such letter has not been authorized by resolution at a regular or special meeting of the school board.

A suggestion has been made by the Calgary High School Local which might solve the difficulty. This suggestion is that a form similar to that given below be issued to school boards by the Department of Education, and that this form when duly signed by the Chairman and Teacher constitute a valid and binding agreement until such time as the ordinary prescribed form of contract is duly executed. The form would be issued in duplicate, the teacher retaining one and the other would be sent to the Secretary-Treasurer. What do you think of the idea?

FORM OF ENGAGEMENT

This certifies that the Board of Trustees of the School District of the Province of Alberta, No. has agreed at a formal meeting held on 192... to engage the services of Mr. as teacher from and after the day of 192... at a salary of \$..... per annum.

Signed on behalf of the Board,

..... Chairman
I accept this engagement.

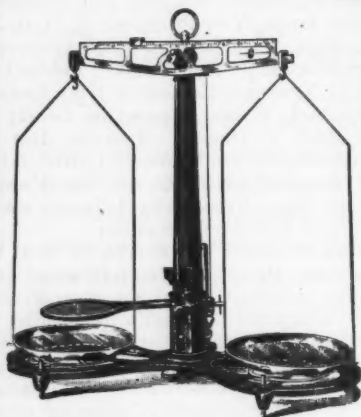
..... Teacher.

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During the month of March there were over 200 positions in the Teaching Profession advertised in the Journal and Edmonton Journal Farm Weekly. If you are looking for a position or desire to change your school, use the Classified Columns of the Journal and Edmonton Journal Farm Weekly.

Secretaries--

Does your school need a competent teacher? If so advertise in the Journal and Edmonton Journal Farm Weekly. Are you building a new school? If so, save money by advertising for tenders in the paper that reaches all the worthwhile contractors in Central and Northern Alberta.

Edmonton Journal

and Edmonton Journal Farm Weekly

"DOMINANT MEDIUMS OF CENTRAL AND NORTHERN ALBERTA"



President Peasley's Report to Annual Meeting



Fellow Members of the A.T.A.:

I have the honor of submitting for your approval the President's Report for the Alliance year 1922-1923.

I have also the honor and the pleasure of welcoming you to the Sixth Annual Meeting of the A.T.A. I sincerely hope your attendance and interest during all our sessions will reach the maximum. In this particular, in the past, there has been some cause for discouragement. Let us establish a precedent this year that will bring credit and profit to our organization. If the Locals, regardless of where they may be, have not sent to us their full quota of delegates it is a thing to be regretted. The pooling of the expenses makes the burden not too heavy, and surely the gains derived by associating and deliberating with the type of people always found here more than offsets and losses sustained. We are forcibly reminded that here and there throughout the Province there is a serious lack of enthusiasm for the Alliance. I am convinced that most of the lack of enthusiasm is due to the lack of information. This Annual Meeting is the source of information and inspiration, and all should be here or be represented here. Especially do I welcome you who may be here from the Normal School Locals. I do not know whether we could expect you to be fully cognizant of the great power for good or ill that is within your grasp. At any rate, in a very short time one thousand of you will go forth into all parts of the Province to establish or to dissipate our claim that teaching is a profession, that all teachers work for the good of all, and not each for self. If you allow a stampede to take place at this time you will nullify a great deal of the good work the Alliance has done, you will lessen to a very large extent the worth of teaching as a profession. But if, on the other hand, you make some of the sacrifice that teachers have made since the very beginning of time you will render a service to the teaching profession that teachers in general and the Alliance in particular will not soon forget. Again I welcome you all, and in doing so, hope that you will discuss our problems frankly and vigorously so that a definite advance will be made.

During the past year there have been held four full Executive Meetings and three Law Committee Meetings. When possible, the Law Committee Meetings have been held immediately before or after Executive Meetings. Such an arrangement made possible the attendance of the other Executive Members which assured a wider discussion and precluded the possibility of any misunderstanding between the two bodies. A perusal of the minutes of these Executive Meetings, as written up in the *A.T.A. Magazine* from time to time, will undoubtedly convince you that a great deal of hard and profitable work was done.

The matters dealt with by the Executive were varied, and included the following:

1. Reports from the Law Committee, the Magazine, and the General Secretary-Treasurer on organization, adjustment of grievances, finance, advertising, etc.
2. The Questionnaire, and the revision of the Curriculum.
3. Correspondence or Conferences with the Educational Department, the A.E.A., the C.T.F., etc.

4. The formulation of matters of policy as new conditions arose.

In this last connection it might be well to mention here an innovation suggested by myself and put into effect by the Executive, to maintain a close contact between the Secretary-Treasurer on the one hand and the President and his Executive on the other, the Secretary-Treasurer was instructed by resolution last April, firstly, to send to the President a duplicate of each letter received or sent by him; and, secondly, to send to all Executive members a monthly report, which was to be a résumé of all work attempted or done. This plan contains so much of good that it merits continuance.

The report in detail of the Law Committee's activities, I shall leave to Mr. Newland, the Chairman. Before passing, however, I should like to make two observations. Firstly, the Law Committee reports to your Executive fully and regularly, and seeks guidance on all matters of serious import. Secondly, through its recommendations, a considerable amount of your money has been spent. But in view of the returns I felt sure the outlay can easily be justified. Membership presupposes protection, and we cannot afford to be delinquent. Many of our members have written us, thanking us for assistance in their behalf. Much money has been spent in testing out the rights of the teacher under the Ordinance, in some cases, at any rate, with surprising results. Two cases were taken to the Supreme Court of Alberta. The McEwan case has shown that the hiring of a teachers requires rigid formality, otherwise the teacher has no claim, whereas the Troy case has shown that the "firing" of a teacher requires little or no formality. In fact, your Law Committee is now in a position to prove that the teacher's rights under the Ordinance are few and far between.

The duties of our General Secretary-Treasurer are many and varied. He is our corresponding and recording secretary, our treasurer, our organizer, the business and advertising manager of our magazine, our publicity agent, our grievance adjuster and your Executive's shock absorber.

In his capacity as Secretary, among his many duties are the following:

He must answer all communications, keep the Executive informed of all proceedings, make accurate records of all proceedings, write all official announcements, help the editor of the magazine to collect material, watch the press and correct any impressions likely to be hurtful to our cause.

As adjuster of grievances he must, in most cases, carry on correspondence with the teacher, the school board, the inspector and the Education Department. Sometimes it is found necessary for him to go to the seat of the trouble and get into personal touch with those mainly concerned in the difficulty. Sometimes it is necessary to issue statements of claim which usually bring results. Suffice it to say that not a single step is left untaken in the endeavor to bring about an amicable settlement without subjecting the teacher to unnecessary loss.

As organizer his work is just as difficult and is not as satisfying in the results. He must write hundreds

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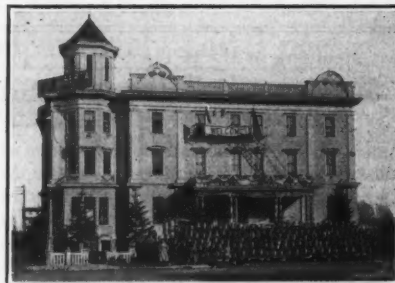
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of letters, and must attend as many conventions as possible. Where it is not possible for him to attend, he must make arrangements for somebody to take his place, and he must organize suitable material for propaganda work.

Though he performs all these tasks with great credit, I am of the opinion that the time is at hand when we must keep an organizer in the field throughout the year. It is regrettable, but it is true, nevertheless, that our teachers, for the most part, will not join their own professional organization unless they are personally approached. I believe a good field organizer could increase our membership sixty per cent. What a difference such an increase would make! What a voice our Alliance would have, and what a power for good it would be! If the Provincial Institute meets with your favor, a man might be found who could serve us well in a dual capacity, organizer for the Alliance and salesman of courses for the Institute.

On the thirteenth of January, through the kindness of the Minister of Education, the Alliance was granted the privilege of meeting with the officials of the Department to discuss with them the practicability of the matters contained in our Manifesto. You were represented by the President, the Vice-President, the Past President, the General Secretary-Treasurer and Geographic Representatives, Miss Chegwin and Miss Wright. Throughout the discussion that followed there was everywhere in evidence the friendly and cordial spirit which must prevail if the best interests of education are to be served. The discussion was frank and thorough, and I am hopeful that considerable good will result. We were able to convince the Minister of the desirability and feasibility of much that we requested and it now remains for him to put such requests into effect. As the memorandum published in February's issue of the *A.T.A. Magazine* covered the ground completely, it will not be necessary for me to deal with any of the matters in detail. I might say, however, that in the relationship between the Alliance and the Department a new era seems to have dawned. Let us hope that such is the case, and that as a result the Alliance will get the consideration that is its due, and that it will no longer be hedged about by irritating evasions, vexatious delays and ultimate disappointments.

Your Executive has spent considerable time and energy this year in the endeavor to get the New Course of Studies thoroughly discussed. Prominent educationists have been approached to induce them to compile questionnaires on the various subjects, and we are grateful for the responses. The questionnaires were published in the magazine from time to time, and were intended to serve as a basis for discussion. Individual members and locals were advised to co-operate with the inspectors when possible. What is more important still, the Alberta Educational Association have placed at the disposal of the Alliance two sessions, Tuesday afternoon and Wednesday forenoon, for the purpose of handling the discussion on the New Course. The testing time is here and we hope the teachers have risen to their responsibilities, and have come fully prepared to criticize all subjects fairly and intelligently. This discussion means much to us and demands our full time and best thought.

The Alliance was represented at the Public School and High School Curricula Committee meetings by Mr. Geo. Clayton and Mr. H. C. Newland respectively.

Mr. Speakman, of Calgary, was our delegate to the Trustees' Convention held in Calgary. Miss Mary Crawford, of Edmonton, spoke in our behalf at the Civil Service Convention held in Edmonton. Mr. Newland, Mr. Barnett and myself were your delegates to the Annual Meeting of the Canadian Teachers' Federation, held in Saskatoon, July 24, 25 and 26, and I represented you at the Convention of the Alberta Federation of Labor, held in Medicine Hat, January 8 to 12. Reports from the above-mentioned delegates will be given you in due course.

At the Christmas Executive meeting your Executive selected me to represent the Alliance at the tenth Annual Convention of the Alberta Federation of Labor. The Convention was held during the week beginning Monday, January 8th, and was largely attended by alert, well-informed delegates from all parts of the Province. It seemed to me that they had come with a thorough knowledge of all that was expected of them, and, as a result, the handling of their business was characterized by keenness and dispatch. It is unfortunate that more of us cannot attend their conventions in order to get a better understanding of the difficulties they face from day to day. I was afforded an opportunity of addressing them and was given a very attentive and sympathetic hearing. While pointing out to them some of the important aims of our Alliance and the peculiar difficulties with which we have to contend, I tried to show them that we were not unaware of the progress they had made, nor were we unmindful of the sympathetic efforts they had put forth in our behalf. At the conclusion of my remarks, President Wheatley expressed appreciation; also the hope that we would soon see our way clear to affiliate with them.

The third Annual Meeting of the Canadian Teachers' Federation was held in Saskatoon last July. The Federation included at that time all the teachers organizations from the Pacific to the Ottawa, and delegates were present from all these organizations. Protestant Quebec, which has since been admitted by President Huntly, was also represented. Owing to the lack of funds the Maritime Provinces were not represented. Montreal was chosen as the place of meeting for 1923, and to make sure of a full attendance provision was made whereby the expenses of the delegates will be paid out of the C.T.F. funds. In the hope of making next year's meeting bigger and better than ever, the officers of the Federation were instructed to communicate with the N.E.A. of the U.S., the N.U.T. of England, other incorporated associations of England, and the Educational Institute of Scotland, and to invite them to send fraternal delegates. As you have no doubt availed yourself of the opportunity to read full reports of the discussions of the Saskatoon meeting in the press and in the *A.T.A. Magazine*, I shall not weary you by relating them here. Mr. Newland, in his report last year, said that although the Canadian Teachers' Federation was still in its swaddling garments, there was no doubt of the great possibilities contained in a Dominion-wide organization, and that strength would come with development. I would like to add that misunderstandings, delays and discouragements will come first, and that we must face these difficulties with hope and resolution, and thereby grow strong in the process. There are some who are apparently without hope or faith in the Federation, but I tell you frankly I am not one of them. To me it seems the Federation is really indispensable. In these days of great social and economic unrest and adjustment, our Alliance is indeed

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optimistic if it thinks it can stand alone without suffering unnecessary reverses. There will be no stability in the teaching profession until there is a solid front. Let us get and maintain a solid front through the Canadian Teachers' Federation, with the spot-light, if possible, on the Alberta Teachers' Alliance.

In conclusion, I think I may say that, although the year now closed has been a very difficult one for teachers financially, very little real ground has been lost. In the cities none has been lost, and if we but hold fast none need be lost. Unfortunately there are evidences

of inevitable retreat in rural and small town districts, and this recession has now gone sufficiently far to be halted, otherwise our years of fighting for salaries worth while will have been lived in vain. If we but wrestle with our own professional problems half as hard as we wrestle with the administrative problems of the class-room we cannot help but win.

Before relinquishing office I wish to thank you all for your loyalty and support, and for the very high honor conferred upon me last Easter when you made me your President.



Secretary-Treasurer's Report to Annual Meeting



Mr. President, Delegates, Members of the Alliance:

The past Alliance year has been one of comparative calm: we seem to have attained a normal stride, and after the three previous tumultuous years of strenuous conflict in withstanding of reactionary forces against the teachers' determination to organize and, without interference from outside, choose their own leaders, the Alliance is looked upon more as an established factor in the educational life of the Province, and, by an increasing number, as a stabilizing influence against reactionary tendencies inimical to the welfare of the cause of Education.

On every hand we hear the cry of economy, economy, economy and it cannot but be admitted that in the West, at least, this cry in general came many years too late, but, as usual, the cost of the schools and of Education generally furnishes the economy mongers with something sufficiently intangible to serve as a quarry. But riotous expenditure on education has not been the general rule and the larger school boards throughout the Province have not shown themselves to merit the charge of being prodigal spendthrifts; in fact it is apparent practically everywhere that school accommodation has not kept abreast of the demands of the rapidly increasing school population: school buildings are overcrowded almost without exception and the development of a modern educational system in not a few cases is seriously impeded by fear about expenditure. There seems to be abroad a disposition to believe that impoverishing education without impoverishing the nation is a possibility and a disbelief prevails that economy in education is not the worst kind of extravagance. On this same fatal principle there is an endeavor to set back the clock of secondary Education. Pressure from outside sources is brought to bear against school boards who attempt to furnish adequate accommodation to meet the need, schools are scandalously understaffed while men and women who have been induced to prepare themselves for the profession are in danger of unemployment, at least for a certain portion of the year. Town and city councils who heretofore have been notoriously incompetent and extravagant in dealing with public money show a disposition to divert the public mind from their own shortcomings and focus attention upon paring the local estimates for education or on the unloading of the cost on the Provincial Government. Leaders in the cause of education are conspicuous by their absence: elected representatives of the people, in numerous cases, are either oblivious to the trust imposed on them to serve the best interests of the future citizens, or, in order to avoid the risk of incurring the animus of the reactionaries, they stifle the conscience of the true educationist

and pander to the cry of "blue ruin," and municipal bankruptcy. This state of affairs in the towns and cities coupled with the fact that the present generation is saddled with an undue proportion of the burden of the fixed charges for education by reason of the erection of splendid buildings with funds obtained from the sale of comparatively short term debentures (usually 20 year debentures on buildings which will last a century), makes it incumbent upon all interested in the welfare of the growing generation to pause and take serious thought for the morrow.

This lack of genuine educational leadership in the world outside places the Alliance and its members under a heavy obligation to strive to the utmost to educate and lead public opinion to a realization of modern educational needs, evolution and development.

In the rural districts a most disagreeable and dangerous situation confronts education and the teacher particularly. Repeated crop failures in certain parts of the Province; the difficult financial position of the Provincial Government; the projected slaughter of expenditures on supervision and the cutting down of the Inspectorial Staff; the likely curtailment of special grants to school boards in drought-stricken areas; the fall in price of farm products; the consequent failure to collect a large proportion of the school taxes; the phenomenal increase in school population—all these things cast a deep gloom over the educational system of the Province. School Boards in numerous cases are endeavoring to avoid operating the schools at all; holders of certificates—farmers' wives and others taking refuge in the class-room until times on the farm improve—are teaching by the hundred; the enormous enrolment in the Provincial Normal Schools producing an over supply of teachers for a few weeks before mid-summer; the natural desire at all times and especially during hard times to engage the teacher who offers his services for the lowest salary, are ample justification for the statement that never before has there been greater need for solidarity and organization on the part of the teachers. Never before has there been so great a need for strenuous exertion to increase the membership of the organization and prepare to deal unselfishly and unitedly in maintaining a high standard of education and of raising the status of the teaching profession.

In hundreds of cases—I think I am free from exaggeration if I say in thousands of cases—the teachers in the town, village and rural schools are unable to collect salary and in not a few cases the school board is in arrear to the teacher for hundreds of dollars. One board owed its teacher over \$1300 at the end of the last year, another was over \$1600 behind, and another

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nearly \$2000, which amount has increased considerably since then. Teachers in not a few cases have been obliged to tender an order on the school board in lieu of cash for board and room. What wonder is it that an atmosphere of despondency prevails? These self-same teachers are often obligated to the Department of Education to pay back the Normal School loan, their salary is not paid, the payments must be met or the debt accumulates at 7 per cent. interest. Many other teachers, strong supporters of the Alliance, have not the wherewithal to pay their Alliance fees and have asked us to retain their names on the roster of membership. It is reasonable to infer that still more teachers are sensitive on the question or their penurious condition and refrain from making any statement whatever. We have just lost them for the time being. Yet, in spite of all these disabilities, the membership has not fallen in numbers and now stands at 2,204 as compared with 2,103 a year ago. Of these 583 are new members.

A deal of time, labor and expense has been devoted to circularizing the teachers of the Province during the past year and this has met with a measure of response and success. However, experience has shown that nothing but the personal approach will give the desired result. Teachers in the outlying districts are lacking in information as to the aims, objects and ideals of the Alliance. All the information transmitted to them has been colorful. References made to us in propaganda "news (?) items," so common during the years of "fiery tribulation," or by delegates influenced by the engendered anti-teacher atmosphere of the 1921 and 1922 Trustees' Conventions have perverted the minds of trustees and others against the teachers' organization, and no number of circular letters or amount of personal correspondence can offset to any effective degree the wrong impression created even in the minds of many teachers, and I would respectfully submit to this Annual General Meeting that some means be devised whereby a representative of the Alliance may make a personal call on practically every teacher throughout the Province. During certain months of the year it is possible to visit six schools at least every day and where this has been done the teachers show an open-mindedness, even an anxiety to join the Alliance when once they are convinced of the soundness of our position and the worthiness of our aims. Your General Secretary-Treasurer has spent several weeks in visiting individual teachers and not less joined than 85 per cent. of the non-members approached. The greatest difficulty in connection with this work is the large number of married ladies who are at present teaching, whose sole object very often is to remain teaching only until times improve. It is very difficult to induce such teachers to apprehend a professional ideal and assist the teaching profession as a body during such time as they may remain in the work. But for these transients, practically 100 per cent. of the teachers affiliate after having had the issue placed before them.

There seems to be a desire on the part of a section of our membership to stress less the economic side of the Alliance work. It is realized that much of the antipathy towards us shown by the public and the trustees was due in large measure to the fact that the Alliance raised the salary of the teacher and therefore raised school taxes. As usual, advice from outside the organization has been very plentiful. "Stress efficiency and service" say these people and "don't talk so much about salary." The Alliance might well reply: "Taxpayers, school trustees and paternal counsellors: 'Stress

service to the children more; talk less about the mill-rate. The times are hard, lead the public to realize that education would be just as indispensable if times were twice as hard and education cost twice as much.'" As a matter of fact, the Alliance has not stressed particularly the salary question during the past year, much more attention has been given to the question of efficiency. Teachers throughout the entire Province have been spending considerable time and money on improving their proficiency and increasing their efficiency, and, considering the many debts due to teachers, it is surprising how many of them have incurred the expense of attending conventions and taking correspondence courses or attending classes in the University. It is apparent that the teachers as a whole have been stressing efficiency and that the pay cheque (so often not forthcoming on time) has not been the "be all and the end all" of their professional life. This charge of sordid dollar seeking is far easier for the teachers to refute than is the charge teachers can well levy against a certain section of trustees—that of treating agreements as "mere scraps of paper," of "firing" the teacher, engaging another teacher, or the self-same teacher, at a lower rate of pay, and of sacrificing the welfare of the children in whose behalf they hold a sacred position of trust by keeping the school closed as long as possible. And when this charge is made the teachers have not necessarily in mind school boards in the drought or crop failure areas of the Province. Efficiency is being impaired by many school trustees, in sacrificing to that hideous idol known as the "over supply of teachers" or by invoking the spirit of disorganization amongst the teachers with the consequent lowering of salaries, lowering of professional interest and academic qualification, and, more than all, the destruction of the *esprit de corps* of the profession. "No security of tenure of position for the teacher" is still the slogan of the Trustees' Association; "no appeal against the decision of school trustees, not even though a school board be inefficient or unjust, unbridled autocratic power over the teacher must in no way be checked." The campaign of the Alliance to achieve security of tenure has scarcely advanced beyond the reconnaissance stage; the trustees, heavily entrenched behind earthworks of legal authority, prejudice, privilege, procedure and convention, their strategic position unassailable, cannot be induced to retire and adopt a more compromising position with regard to this issue. There is, however, one ray of light. The Minister of Education, supported by his officials have seen fit to make an offer to trustees and teachers that, in cases of difficulty the Department of Education would supply an umpire between teacher and board. The Alliance accepted the offer, the trustees indignantly rejected it. But the point is this—the official attitude of the Department has apparently changed and the public through the really duly elected representatives of the people—the Legislature—may yet pass legislation which will prevent indiscriminate and unjust dismissals of teachers. There is this question to consider: Are the teachers prepared to give a *quid pro quo*? Will the teacher be prepared to approve of legislation which would compel them to justify themselves to a school board when intending to quit during the school term? If so, then the public would be prepared to listen more attentively to the cry for "security of tenure of position during efficiency and good conduct."

During the past year, school boards have shown an increasing tendency to co-operate with the teachers through their organization. Not infrequently, school

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movement if only they will take the trouble to inform themselves and anchor to the spirit of organization. Boards have asked us for guidance on matters of procedure and school law, and the Alliance is hopeful that the same spirit of co-operation may manifest itself in the general tone of the leaders of the Trustees' Convention. The economic undertone of opposition has subsided very largely. This may be due perhaps to a feeling expressed by a trustee at the last Convention, "that cheap teachers can be obtained if only a board advertises for them." This I may say in passing, is a real challenge to the teaching profession; nevertheless, with the exception of emanations from a very few anti-teacher leaders the general tone of the last Convention showed itself far more inclined than heretofore to appreciate the teacher's point of view. There is an increasing number of school boards who write to us asking to be supplied with a teacher "who is a member of the Alliance." May their numbers increase. There is also much less assumed contempt manifested by our friends—school boards in difficulties—concerning what they are pleased to call the "Alliance Black List." Such school boards at last seem to realize that, although perhaps they may obtain a few grade teachers of ordinary qualification and animated by a scheme of ethics (?) that does not harmonize with the code governing members of the A.T.A., it is quite another proposition to discover those willing to accept appointment who are non-members of the A.T.A. and who have sufficient experience and sufficiently high qualifications to take the senior high school positions or the principalships. The loyalty of teachers to the organization is one of the brightest stars in the Alliance crown this year, and there are but two cases on record where members of the Alliance have accepted positions with boards in "bad standing" with the Alliance. There was one other case where a teacher who had signed an application form for membership, cancelled it before his cheque in payment of fees was due, and accepted a position with one of the school boards in question.

The splitting up of the large conventions into local institutes has made it more difficult for the Alliance to meet large bodies of teachers and lay before them the ideals and work of the Alliance but the difficulty has been overcome largely by the efficient work done by members of the Alliance attending the institutes. The following is a list of teachers who assisted in this work:

M. J. Hilton, Edmonton, at Lamont Convention.

Ben Hager, Beverly, at Edmonton Rural Convention.

Miss Ada Wright, Vegreville, at Mannville Convention.

Jas. McCrae, Vegreville, at St. Paul de Metis Convention.

Miss C. Marsh, High River, at High River Convention.

A. W. Prime and Miss Hay, Vermilion, at Vermilion Convention.

Miss E. Patterson, Calgary, at Wetaskiwin Convention.

Miss Orr, Camrose, at Camrose Convention.

Miss I. J. Hotson, Lacombe, at Lacombe Convention.

H. E. Tanner, at Stettler and Castor Conventions.

Mr. Willis, Edmonton, at Castor Convention.

T. E. Rodie, Drumheller, at Hanna Convention.

Mr. Webb, Calgary, at Bassano Convention.

J. G. Niddrie, Edmonton, at Olds Convention.

V. H. Howard, Canmore, at Banff Convention.

Mr. Irvine, Starline, at Claresholm Convention.

Miss Short, Medicine Hat, at Medicine Hat

W. S. Brodie and Mr. Lowe, at Lethbridge

John Stevenson, Pincher Creek, at Coleman Convention.

Gordon Wolff, Cardston, at Cardston Convention.

An expression of personal appreciation will be pardoned here, and it is to be hoped that the number of enthusiastic workers for the Alliance who will take upon themselves the burden of intensifying the propaganda and organizing work of the Alliance may steadily increase. There were a number of Institutes held at which it was impossible to secure a representative of the Alliance with sufficient confidence or interest to speak in its behalf.

New Locals have been established during the present year at Edson, Beiseker, Elnora, Gleichen, Provost, Hillcrest, Loyalist, Veteran, Orion, Smoky Lake, Strome, Trochu. And Provisional Locals have been formed at Gem, Arrowhead, Gainsford, Duchess, Enchant, Athabasca and Linfield. The decision of the last Annual General Meeting to provide for Provisional Locals has proven hardly as successful as was anticipated. The list of Locals appears in the A. T. A. Magazine each month and there is therefore no necessity for me to read the full list.

More difficulty than previously has been experienced in getting the organization work well under way in the Normal Schools, but it is now evident that the Normal School students have at last thoroughly entered into the spirit of the organization and no less than 451 have joined the Alliance. The situation confronting the Normal School graduates is not at all inviting, but the way in which the students have entered into a compact to avoid the temptation to underbid and overcrowd school boards with applicants, thereby injuring their profession, is admirable. Over 1000 students are now in training and it will be impossible to provide employment for them all at the close of the Normal training term. However, the students realize that no amount of panic or selfishness will increase the number of vacancies to be filled and they have risen to meet the situation splendidly. Some students have decided to wait a considerable time before applying for positions and leave what vacancies there are to be filled by those in greater need than themselves. An admirable spirit of self sacrifice has been shown and it speaks well for the future *esprit de corps* of the profession. One cannot but feel sympathy for the Normal School students, 661 of whom availed themselves of a Government loan to carry them through. Many will not be able to obtain positions for some time or meet the payments on the loan as they fall due, and the debt in consequence will accumulate. Yet they have faced the situation squarely and are prepared to meet the future with confidence and courage. To have a scarcity of positions is something new to Alberta, and it takes some time to accustom students to bow to a situation which is an exception here but the general rule in other provinces. Unless a very large number of schools remain closed during the fall months, Alberta will be able to absorb all the teachers this year, including the 1000 Normal School students in training. The situation is not alarming and does not justify teachers stampeding for positions during the midsummer vacation, nor does it justify school boards thinking it good financial policy to follow last year's line of action—cancel their teachers' contracts in hope of being able to obtain other teachers in danger of unemployment at a lower salary. The time is critical, but the ship of progress need not be wrecked unless the teachers allow their profession to flounder in unknown seas and break asunder on sunken rocks of disorganization and disintegration. The ebb tide need not compel a retrograde

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The following additional Courses in this Department are under preparation:

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2. Intelligence Measurement.
3. Performance Tests.
4. Educational Statistics.
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The "A.T.A. Bureau of Education" will use every endeavor in organizing its staff, to secure the services of the **Outstanding Teachers of the Province.**

We have already succeeded in obtaining the services of the former staff of the **Correspondence Department of Alberta College, North, Edmonton**, and these teachers will serve as a nucleus to which other members will be added as rapidly as circumstances and developments render it necessary.

The personnel of our present staff is as follows:

Mathematics:

- H. E. Balfour, Instructor in Geometry, Victoria High School, Edmonton.
- D. L. Shortliffe, Instructor in Mathematics, Victoria High School, Edmonton.
- A. E. Rosborough, Instructor in Mathematics, Strathcona High School, Edmonton.

Science:

- A. M. Munroe, Instructor in Science, Strathcona High School, Edmonton.
- Catp. H. J. Towerton, Instructor in Science, Victoria High School, Edmonton.
- M. J. Hilton, Edmonton Technical School.
- A. E. Rosborough, Instructor in Mathematics, Strathcona High School, Edmonton.
- M. Rookwood, Highlands Junior High School, Edmonton.

History:

- W. E. Edmonds, Instructor in History, Strathcona High School, Edmonton.
- E. E. Hyde, Instructor in History, MacDougall High School, Edmonton.

English:

- C. S. Edwards, Instructor in English, Strathcona High School, Edmonton.
- W. E. Edmonds, Instructor in History, Strathcona High School, Edmonton.
- H. R. Leaver, Instructor in English, MacDougall High School, Edmonton.
- J. F. MacDonald, Westmount Junior High School, Edmonton.
- Mrs. Barnes, Alberta College North, Edmonton.

Languages:

- Prof. Edouard Sonet, University of Alberta, Edmonton.
- J. G. Niddrie, Strathcona High School, Edmonton.
- Mrs. Barnes, Alberta College North, Edmonton.

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OUR "HOME STUDY" COURSES ARE DISTINGUISHED BECAUSE:

- (1) They are not mere CORRESPONDENCE COURSES.
- (2) The student is placed in DIRECT CONTACT with the members of the staff who have prepared the courses he is taking.
- (3) The record of the corrected answer papers will be kept and checked off at the Central Office.
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WHAT "HOME STUDY" MEANS IN OUR COURSES

Can be seen from the following descriptive references to some of the courses offered.

LITERATURE—Grade XII.

The guiding principle with which these lessons in Grade XII Literature are framed is to encourage self-support. Whatever is obvious, and whatever the student can discover for himself by a little thinking is not detailed; but the student is stimulated to perceive it for himself by a number of carefully prepared questions. Whatever is obscure and manifestly impossible for the ordinary student to understand, is explained as far as is consistent with the limitations of the course. To this end no efforts are spared to remove what seem to be real difficulties. If the student will read carefully the notes and strive to answer thoughtfully the questions, we have no doubt that he will make a complete success of this subject. It is the earnest desire of the instructor to assist the student; and, therefore, the student is urged to make his wants and wishes known. At the same time it should not be assumed that reliance upon the instructor can ever be as valuable to the student as self-reliance. We are sure that the student will find a real pleasure in mastering the pieces studied, if he will diligently strive to follow the instructions and answer the questions. His papers will all be read with keen interest, and his successes noted, as well as his mistakes corrected. The course is quite extensive and difficult, but it is in no sense discouraging; if the student will remember that self-effort is the only secret of attainment, and strive accordingly to reach the desired end, we feel sure that his efforts will be crowned with success.

Instructor—C. S. Edwards, B.A., Instructor in English, Strathcona High School, Edmonton, Alberta.

LATIN—Grades IX., X., XI., XII.

Latin students are fortunate in having a text book that is quite thorough and pedagogical in its treatment of the language. But in spite of these excellencies, many things are left for the student to reason out. To supplement the subject matter the correspondence course is made up of twenty lessons including notes as nearly self-explanatory as possible. At the end of each lesson a definite assignment of work is given. The student may cover the lessons as fast as he finds convenient. His work is promptly corrected, and returned to him, together with any further explanation that the teacher finds necessary. Technicalities that have been found to puzzle students in the classroom are given as broad an explanation as possible and it is possible for the correspondence student to become quite efficient by honest and consistent effort.

Instructor—J. G. Niddrie, M.A., Instructor in Latin, Strathcona High School, Edmonton, Alta.

GEOMETRY—Grades IX., X., XI. and XII.

The correspondence student in this subject depends upon the text book for the propositions which are the basis of the work. The printed lessons do not merely paraphrase these; they contain explanations of the more difficult points, but their chief function is to give explanations of typical deductions and to show the applications of the truths learned to everyday life. The methods of proof are studied as examples of clear reasoning, with the true aim of Geometry in view: the acquisition by the student of the habit of giving exact logical proofs, of recognizing fallacies and inadequacies in argument, and of not "jumping to conclusions."

With "propositions" forming such a large part of all examination papers, and with the student's work on "deductions" being given careful correction and criticism, any intelligent and ambitious student should be able to achieve success in this subject by correspondence. Many of the students who are enrolled at present are sending in excellent work and are certain of success.

Instructor—H. E. Balfour, B.A., (Queen's), (Late Capt. 49th Bn. C.E.F.), Instructor in Geometry, Victoria High School, Edmonton, Alberta.

ALGEBRA—Grades XI. and XII.

TRIGONOMETRY—Grade XII.

These courses are prepared with special reference to the student who is working under the handicap of having no other help at hand. In many parts of the work explanations are given in much greater detail than in any text. The parts of the theory that are so simple as to be obvious are not dwelt upon to the same length, it being our object not to weary the student with superfluous explanations. Even in these parts of the work, however, if any difficulty is encountered all the student needs to do is to call for help and the instructor at once takes up his case. If the student does not understand the explanation he should at once advise us to that effect and the instructor will try again from a different angle. Instructor and student alike may adopt the motto, "Never Beaten."

The student's work on the assigned exercises will be checked up very carefully, and will be returned with such comments and illustrations as the instructor finds necessary to clear up any doubtful points. The student can rest assured of every attention in cases of difficulty.

Instructor—D. L. Shortcliffe, M.A., Instructor in Mathematics, Victoria High School, Edmonton, Alberta.

WATCH THIS PAGE MONTH BY MONTH FOR DESCRIPTIONS BY OTHER INSTRUCTORS

INFORMATION FORM

1. Name in full
2. Age..... Married?.....
3. Address
4. Present Occupation
5. How much time can you devote per week to study?
6. What occupation, position or profession would you like to train for?
7. What academic standing have you now?
 - (a) Have you a Grade VIII. Diploma?
 1. Where were you prepared for the examination?
 2. Did you try the examination? When?
 3. Were you successful?
 - (b) Have you a Grade IX. Diploma?
 1. Where were you prepared for the examination?
 2. Did you try the examination? When?
 3. Were you successful?
 - (c) Have you a Grade X. Diploma?
 1. Where were you prepared for the examination?
 2. Did you try the examination? When?
 3. Were you successful?
 - (d) Have you any certificates or diplomas from schools outside the Province of Alberta?
Please state what they are and where and when they were secured
 - (e) Have you ever written on either a matriculation or Grade XI. examination in Alberta before?
Where? When?
What subjects were you credited with?

Have you any correspondence from the Department of Education regarding your standing?.....
8. Have you any questions you want to ask us?
9. What courses, other than those at present provided, are you interested in? What you don't see, ask for.

ENROLMENT FORM

Please enter my name as a student of the..... Courses for which I
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I agree to pay a further sum of * \$.....per month until the full amount of the fee \$.....
has been paid.
I further agree to confine lessons, etc., supplied by the Bureau of Education to my own personal
use.

Signed
* Strike out the words not required. Mr. Mrs. or Miss

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Individualism at this time spells ruin, organization will make for security and stability.

Progress has been very marked during the past year in many other ways. The Calgary Alliances have obtained from the Board the concession of representation in an advisory capacity. The same privilege has again been extended to the Edmonton Public and High School Alliances by the Edmonton Board. The Minister of Education, accompanied by the leading officials, has met in conference with the Provincial Executive and created the laudable precedent of meeting the Alliance face to face and frankly discussed outstanding matters of difficulty. Representation of the Alliance on the University Matriculation and High School Examination Board has been granted to the Alliance, and a similar promise has been given to grant the Alliance representation on the Committee which will finally dispose of the Public School Curriculum. So that even if ominous clouds do overhang—if permits are not yet a thing of the past; if normal schools are crowded to overflowing; if teachers outside the main centres lack information concerning the Alliance; if efficiency grading with all its suspicious and unsettling suggestions permeates the atmosphere; if the contract question is not yet settled; if the public is not sufficiently informed through lack of lay leadership of the needs of Education—these things are but challenges to the Alliance.

In closing permit me to say that the Alliance depends not so much on the ability, energy and enthusiasm of the individuals who may be members of the Executive as on the individual efforts of the members at large and members of Locals. "Am I advancing and safeguarding the cause of Education? Am I bearing my share of work in raising the status of the teaching profession?" might be test questions for the individuals who compose our membership. Materialism is not the god of the Alberta Teachers' Alliance and its true spirit invokes every teacher in Alberta: "Help thy brothers' boat across, And lo thine own has reached the shore."

Now is not the time to cry "peace, peace, when there is no peace." The Alliance has not yet advanced sufficiently far on the journey for us to rest on our oars: we need to strive to the uttermost to speed forward in the cause of education and of the teaching profession. More than *esprit de corps* is required to attain success or to withstand the attempt to set back the clock: it is more than ever necessary for the individual member—the city teacher, the lone teacher of the little rural school—to rise to the obligation which devolves upon her.

"It ain't the Guns and Armaments,
Nor the taxes they can pay,
But 'tis co-operation
That makes 'em win the day;
It ain't the commissariat,
Nor the spirit as a whole,
But the everlastin' team work
Of every bloomin' soul."

Progress may be slow, disappointingly slow at times, but by comparing the status of the teaching profession before the existence of the Alliance with its status today, we perceive what great strides have been made: the profession is more self-conscious, more alert, more fearless, higher in academic qualifications, longer experienced, more inclined to discuss educational questions than ever before; it is more respected as a body and more officially recognized: in fact "Alberta Teachers' Alliance" is becoming recognized as synonymous with "teaching profession in Alberta."

Financial Statement for Year Ending Easter 1923

RECEIPTS:

Cash on hand, Easter, 1922	\$ 1,831.95
Membership Fees (1922-23), \$9,524; (1921-22), \$382	9,906.00
Bank Interest received	24.42
Trust Account	11.20
Total receipts	\$11,773.57

DISBURSEMENTS:

Salaries	\$ 5,037.50
Organization & Adjustment of Grievances	1,188.41
Traveling Expenses of Executive and Cost of holding A.G.M. and Executive Meetings	784.81
Printing and Stationery	563.10
Legal Fees	669.08
Telephones and Telegrams	237.61
Postage	201.95
Office Upkeep and Equipment	213.50
Bank Charges	17.49
Auditors' Fees	30.00
Sundry Expenses	109.60
Canadian Teachers' Federation	213.33
Cash Advanced to A.T.A. Mag. during year	124.91
Total Disbursements	\$ 9,391.29
Balance of Cash on hand and in Bank	\$ 2,382.28

INCOME:

Membership Fees paid (as above), \$9,906; unpaid, \$145	10,051.00
Interest, paid, \$24.42; unpaid, \$10.00	34.42
Total	\$10,085.42
Salaries, Organization and Adjustment of Grievances, Printing and Stationery, Legal Fees, Telephones and Telegrams, Postage, Office Upkeep and Equipment, Bank Charges, Auditors' Fees, Sundry Expenses, C.T.F. (as per above statement)	9,266.38
Cash advanced to A. T. A. Magazine, \$124.91; less credit from Suspense Ac- count, \$29	95.91
Actual Balance of Income over Expenditure ...	723.13
Contingent Expenditure, being per capita assessment of 50c for 1,102 members paid up since August, 1922	551.00
Less Delegates' Expenses to 1922 Convention	179.40
Contingent Net Balance Income over Expenditure	\$351.53

ASSETS:

Cash on hand and in Bank	\$ 2,382.28
Owing by A.T.A. Magazine	1,176.93
Suspense Account	174.00
Inventories:	
Stationery and Printing	100.00
Office Furniture and Equipment	250.00
Interest due and unpaid	10.00
Actual Present Worth	\$ 4,093.21

LIABILITIES:

Auditors' Fees	30.00
Trust Account	11.20
Actual Present Worth	\$ 4,052.01
Contingent Liability to C. T. F. (as per above statement)	371.60
Contingent Net Present Worth	\$ 3,680.41
Audited and found correct,	

M. J. HILTON,
P. B. ROSE,
Auditors.



Resolutions Adopted at the Annual Meeting



DISMISSAL OF INSPECTORS

Whereas, In the opinion of this Annual General Meeting, the services rendered by the Departmental School Inspectors are of great value to the cause of education in the province, more especially in rural districts, and in connection with the large number of young and inexperienced teachers leaving Normal Schools, in securing greater efficiency in the work of teachers and the organization and management of schools; and

Whereas the present staff of inspectors is barely sufficient in numbers to render these services as fully as might be desired; and

Whereas a reduction of the number of inspectors would, in the opinion of this Annual General Meeting, result in a very serious loss to the school public;

Be it resolved, That the Minister of Education be strongly urged not to make any reduction in the present staff of school inspectors.

SUMMER SCHOOL

Resolved, That in view of the invaluable services to the professional teaching body of Alberta through the training courses offered by the Summer School for Teachers,

The Department of Education be urged to continue in every possible way the support formerly given to the Summer School for Teachers.

Resolved, That the Executive of the A. T. A. be empowered to establish an educational bureau under the control of the A.T.A., with the following aims:

- (a) To assist members of the A.T.A. to keep in touch with the scientific work in education.
- (b) To assist members of the A.T.A. to improve their professional training.
- (c) To help mold public opinion in educational matters so as to make possible the putting into practice of best educational knowledge.
- (d) To assist teachers of the province in bringing about a greater uniformity in the grading of pupils.

—Edmonton High.

PROVINCIAL INSTITUTE

MEMBERSHIP FEE FOR 1923-24

Resolved, That the Annual Membership fee for the year ending Easter, 1924, be the same as last year: viz. \$5.00, \$7.00, \$9.00 and \$10.00 according to scale.

ENFORCEMENT OF SCHOOL ATTENDANCE

Whereas it is the experience of teachers, especially rural teachers, that in the duty of reporting irregular attendance or absence of pupils much ill-will and persecution is often suffered from parents, not seldom so-called trustees; and

Whereas the said reports do not bring about the prompt and effective action to encourage and strengthen the teachers in the endurance of the said ill-will and persecution; and

Whereas the fine of \$10.00 imposed upon persons convicted under the School Ordinance Act is often regarded lightly as cheap hire for labor.

Be it Resolved, That the General Executive of the A. T. A. use its influence to bear upon the Department of Education in regard to:

- (1) Speedier action in the conviction of offenders;
- (2) A stricter enforcement of Sec. 9 in regard to the immediate conviction, without warning notice, of second offenders; and
- (3) A sufficient increase of penalty to raise it above cheap hire.

—Smoky Lake.

NOMINEES FOR PRESIDENCY

Resolved, That the Constitution be amended, if necessary, in order that any member of the A.T.A. who has had experience

on the Provincial Executive shall be eligible for election as President.—Calgary Public.

GEOGRAPHIC REPRESENTATIVES

Resolved, That the Provincial Executive be asked to consider the question of redistribution of the Geographical Representation on the Executive with a view to the formation of smaller Geographical Districts.—Calgary Public.

EMPLOYMENT OF ORGANIZERS

Resolved, That an organizer or organizers be employed at certain suitable times during the year, the matter of appointment to be left in the hands of the Executive.

EASTER WEEK A STATUTORY HOLIDAY

Resolved, That the Minister of Education be again urged to provide for Easter week being a statutory holiday.

—Edmonton High.

BOARD OF REFERENCE

Resolved, That the Government be petitioned to make statutory provision for the institution of an Advisory Board and Board of Reference to the Department of Education along lines similar to the Boards for Manitoba. —Edmonton High.

CONTRACTS

Resolved, That the A. T. A. reiterates its endorsement of the practice of impartial investigation in case of a teacher being dismissed or the agreement terminated, which investigation shall take place before any dismissal or any notice of termination of agreement is given; and furthermore, be it resolved, that the A.T.A. strive to the utmost to see that provision be made for the teacher to be accorded the privilege of being assisted at any such investigation by an agent chosen by himself.

—Edmonton High.

Resolved, That the McEwan appeal case be left in the hands of the Law Committee, that a report be submitted to them as to the feasibility of issuing a form of agreement to be signed by both chairman of the school board and prospective teacher, same to be deposited with the Department of Education as a surety of good faith of both parties.

Furthermore, That the Law Committee be empowered to make any other recommendations as they see fit, and the Executive have power to act in accordance with the recommendations of the Law Committee.

TWO HUNDRED DAY YEAR

Resolved, That the Minister of Education be petitioned to amend Section 155 of the School Ordinance, paragraphs 1 and 3, by the substitution of 200 for 210, and furthermore, that the same Section be also amended so as to provide that any teacher who has taught throughout an entire school year—September to June or any other two full school terms—be entitled to receive a full year's salary.

—Edmonton High.

INFORMATION RE RURAL SCHOOLS

Whereas, We believe it would be a decided advantage to teachers in the rural districts to have some reliable information from A. T. A. with respect to accommodation and living conditions in such districts; therefore be it

Resolved, That the General Executive be instructed to work out at once a basis (in conjunction with the Department of Education if possible) of compiling statistics as to aforesaid conditions in rural schools, and that such information be readily available for the Normal School Students. —Calgary High.

MUNICIPAL SCHOOL BOARDS

Resolved, That the A. T. A. again go on record as being strongly in favor of the abolition of rural school boards as at present constituted, and of the establishment of municipal school boards.

—Edmonton High.

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Department P

Presbyterian Publications

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INSPECTION

(These five resolutions were left in the hands of the Executive to deal with as they see fit.)

Resolved, That in our opinion the snap judgment of a teacher and class-room by an inspector is not infallible, a report, in copy, of the one about to be furnished the school board, be placed in the hands of the teacher of the class inspected in time for approval or disapproval with reasons for complaint if any, before the report is forwarded to the board of that district.

—Lethbridge.

Whereas, Opportunity has been granted to representatives of the Alliance to confer with the Department of Education concerning the basis of Inspection of High School Teachers; therefore be it

Resolved, That the Central Executive avail themselves of the privilege at the earliest possible opportunity, and that an official report of the same be submitted to Local Alliances.

—Calgary High.

Resolved, That High School Inspectors' Reports be sent to teachers before being forwarded to the School Board which employs those teachers.

—Medicine Hat High.

Resolved, That the Minister of Education be asked to provide in the regulations governing inspection, the following:

(a) That written reports only shall be considered as official.

(b) That the inspector be required to discuss with each teacher the work of that teacher at the close of each inspection and before the report is submitted.

(c) That each inspector be required not later than on the date the report is forwarded to the School Board, to issue a copy of his report to the teacher himself.

—Edmonton High.

Resolved, That the Department of Education be asked to make plain to the teachers of the province the basis on which the inspectors are instructed to estimate their grading of the efficiency of the teacher.

—Edmonton High.

EFFICIENCY GRADING OF TEACHERS

Whereas it is the intention of the Education Department to grade teachers throughout the Province, according to their efficiency; and

Whereas (1) The present unsettled conditions of teachers, (2) the great injustice that under older systems had been proved to operate in a departmental classification, and (3) the fact that the Department has already the means at hand, if efficiently carried out, for determining teacher values—both professional and academic—Be it Resolved, That the Alberta Teachers' Alliance, while in full agreement with the purpose of securing greater efficiency, is opposed to the suggested classification.

—Edmonton Public

EXAMINATIONS

Resolved, That the Department of Education be requested to publish a list of the honor students in examinations, and that all marks made in these examinations, both passed and failures, be sent to the schools from which the students who made them came.

—Medicine Hat High.

Resolved, That no student be admitted to a higher grade unless an average of 50 per cent. in all departmental examinations has been obtained by that student. Medicine Hat High.

Whereas, Subjects on the Curriculum vary widely in content, degree of difficulty and amount of time and care necessary to evaluate answers; and whereas teachers differ greatly in length of time they require to evaluate answers; and whereas, under the piece work system there is a growing tendency to take answer papers less seriously to the disadvantage of many students;

Therefore, be it Resolved, That the Department of Education be asked to abandon the present system of payment for marking Departmental examinations by the paper, and return

to the former system of marking papers by the day.

—Medicine Hat High.

Whereas, The present system of promotion of students to Grades IX., X., and XI. is giving very widespread dissatisfaction; therefore be it

Resolved, That the Alliance declare its unqualified approval of and adherence to the following principles governing the promotion of students to these grades:

1. That the examination standard in Grades VIII., IX. and X. for promotion to Grades IX., X. and XI., shall be a uniform provincial standard.

2. That all students, before being promoted from Grade VIII., shall be required to pass the standard examination.

3. That these examinations shall be conducted by the Department of Education subject to strict standards, both in framing of the examination test, and in the reading and appraisal of the answers.

4. That for those who are prevented from writing the regular examination through illness or other unavoidable circumstances, a supplementary examination shall be set.

5. That no pupils shall be allowed to proceed to any High School grade if he is starred in more than two subjects of the preceding grade; and further: No student shall be allowed to take the work of any subject of a certain grade until he has passed the work of that subject in the preceding grade where such is given.

—Edmonton High.

SPECIALISTS' QUALIFICATIONS

Resolved, That it is desirable in the interests of the High Schools of the Province of Alberta, that the University give courses especially suited to the training of teachers who shall be specialists in their departments; that the Department of Education specify which of the courses must be taken to give Specialists' Standing in the various branches; and that the Department of Education issue Specialists' Certificates to graduates successfully completing such courses and taking the necessary professional training.

—Calgary High.

Resolved, That in the interests of the High Schools of this Province it is desirable that Special Professional Training similar to that of the College of Education be provided for those wishing to qualify for teaching in our High Schools.

—Calgary High.

TRAINING OF TEACHERS

Resolved, That the A. T. A. go on record as being strongly opposed to the further issuance or extension of Third Class Certificates.

—Edmonton High.

Resolved, That we recommend to the Minister of Education that a regulation be put into effect that Interim Second Class Certificates be not issued until the student has completed Grade XI. and has successfully completed the Normal School training term; and, furthermore, that no certificate whatever be issued until the results of the Normal School Final Examinations are announced.

—Edmonton High.

Resolved, That the A. T. A. recommend to the Department that Interim Certificates be not renewable unless the holder give evidence of being actually engaged in teaching or of taking further professional work.

—Edmonton High.

Resolved, That the A. T. A. go on record as being opposed to "conditional" students being admitted to Normal School.

—Edmonton High.

Resolved, That the A. T. A. recommend that Grade XII. or its equivalent, be the academic requirement for entrance into Normal School.

—Edmonton High.

SHORT COURSE NORMAL

Resolved, That we once again endorse the resolution in favor of a full year normal training course for academic students, and

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that until that procedure is adopted the Academic Course terminate at December, instead of in April.

SALARY SCHEDULE

That, Whereas it is the practise of most teachers to accept a position for a stated salary without first finding out if that salary is according to the Board's schedule; Resolved, That all members of the Alliance, on applying for new positions, should ask the board to submit their schedule, and that no teacher make an acceptance, except on basis of such schedule.

—Redcliff.

ALLIANCE MINIMUM

Resolved, That we, the members of the A. T. A., go on record as urging the members of the teaching profession to adhere to the Alliance minimum of \$1200. We fully realize it to be easier to maintain the present rate of salary than to bring back the standard later.

—Orion.

PENSION SCHEME

Whereas, Teachers are recognized as being in the highest sense servants of the state; and

Whereas, The Government of the Province of Alberta has recognized the necessity of providing for its civil servants by inaugurating a pension scheme; and

Whereas, Some incentive is required to induce teachers to remain in their profession; therefore be it

Resolved, That the Central Executive be instructed to take up the working out of a Pension Scheme with the Provincial Government.

—Calgary High.

FALL TERM OPENING

Whereas, There exists a difference in the opening of schools for the fall terms, and some Boards have taken advantage of the opportunity to open in August; therefore be it

Resolved, That the date be made statutory to follow Labor Day for City Schools.

—Calgary High.

ABOLITION OF CADETS

Resolved, That while the A. T. A. is heartily in favor of compulsory physical training, it places itself on record as being opposed to Cadet Corps in the Public or High Schools.

—Edmonton High.

SUMMER COURSES IN UNIVERSITY

Whereas, The demand for better qualified teachers is increasing in Alberta; therefore be it

Resolved, That we petition the University of Alberta to take such steps as may be necessary to offer summer courses similar to those of Eastern Universities.

—Calgary High.

SPECIAL TRAVEL RATES FOR TEACHERS

Whereas, The Commercial Travellers' Association has secured special travelling rates over the railways for week-ends and vacations; therefore be it

Resolved, That a Committee be appointed to interview the proper railroad officials re special rates for teachers.

—Edmonton Public.

EDMONTON FUND

Resolved, That whereas a lack of definite information has led to much misunderstanding, a full and detailed statement of the money collected and disbursed at the time of the Edmonton Strike, be given to the teachers of the Province.—Calgary High.

TEACHERS' EMPLOYMENT BUREAU

Resolved, That in the administration of the Departmental Employment Bureau, the same privilege be granted to teachers and their organizations as is granted employees' organizations by other employment bureaus established and operated by the Alberta Government: that is to say, when a dispute exists between an organization of teachers and an employer of teachers, the representative of the bureau shall, after notification has been received from the organization, and before offering em-

ployment to any teacher, inform the teacher that a dispute exists; also the nature of the dispute if this information has been furnished.

—Edmonton High.

SICK PAY

Whereas, Clause 156 of the School Ordinance appears to be so worded as to give School Boards no option of paying teachers' sick pay other than at the end of the school year or at the termination of the teacher's engagement; be it

Resolved, That the Provincial Executive be requested to approach the Department with a view to getting the aforesaid clause amended so as to give School Boards the right to compensate teachers for illness at other times than those stated in the clause, if they so wish.

—Calgary Public

ACCOMMODATION TO LOCALS RE ANNUAL FEE

Be it Resolved, That it shall be in the power of Local Alliances to make payment of membership fees subject to the following regulations:

1. That the year of Alliance membership be in every case the calendar year.

2. (a) That the fee for renewal of membership be payable during the month of January;

(b) That any member failing to make payment of his renewal fee on or before January 31st shall cease to be a member;

(c) That should such previous member subsequently wish to join the Alliance he should be permitted to do so on payment of the full year's fee, plus an additional 50 cents for each month or fraction of month following the lapsing of his membership, up to a maximum of \$3.00, in addition to the full year's fee;

(d) That new members be received at any time during the year on payment of a fee proportionate to the remainder of the calendar year, including in every case the full month in which the member is received;

(e) That all present members of the Alliance whose fees are nominally due at Easter, 1923, be required to pay before the close of the year 1923, a sum equal to 9-12 of the yearly fee, and that thereafter their fees shall be regularly payable in January, as stated above;

(f) That any present members of the Alliance whose next renewal fees become due at any time between Easter, 1923, and December 31, 1923, shall be required to pay before the close of the year 1923 a sum proportionate to the remainder of the year, including in every case the full month in which the renewal fees become due;

(g) That all present members of the Alliance whose next renewal fees become due subsequent to December 31, 1923, shall be required to pay within one month of their becoming due, a sum proportionate to the number of months remaining in 1924, including in every case the month in which the fees become due;

(h) That in the case of any member of the classes mentioned in sections (e), (f), (g) failing to meet the payment of renewal fees within one month of their falling due, the same conditions of rejoining as are stated in section (c) shall be followed;

(i) That all former members whose membership has, through non payment of renewal fees, lapsed, prior to the end of the year 1923, shall be readmitted on the same basis as new members, without penalty;

(j) That any member who has withdrawn, or who shall withdraw from the Alliance on account of temporarily leaving the teaching profession shall be readmitted on the same basis as a new member, on again becoming eligible for membership.

—Calgary Public.

C.T.F. ASSESSMENT

Resolved, That the Executive be empowered to pay the per capita assessment to the Canadian Teachers' Federation.

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The Teacher Victor of Mitcham

(By J. W. Barnett)

Career of Mr. J. Chuter Ede—His Public Work

Polling for the election of a member of the British House of Commons to represent the Mitcham division of Surrey took place recently, and the result was declared as follows:

MR. J. CHUTER EDE (Labor)	8,029
Sir A. Griffith Boscawen (Con.)	7,196
Lieut. E. Brown (Liberal)	3,214
Mr. J. T. Catterall (Ind. Con.)	2,684

Majority 833

Mr. James Chuter Ede, who resides at 78 Miles-road, Epsom, was born in that town in 1882, both his parents being also natives of Epsom. Educated at the Epsom National School, he won a county scholarship to the Dorking High School in 1895, and thence proceeded to the Battersea Pupil Teachers' Centre, and eventually to Christ's College, Cambridge. Choosing teaching as his profession, he became an assistant successively at the Tolworth Council School, the Ewell National School and the Mortlake Council School, resigning the last-named position in 1914. In 1908 he was elected a member of the Epsom District Council, and has retained his membership ever since, serving as chairman for two years. In 1914 he was elected to represent Epsom on the Surrey County Council, and is a member of several committees, notably the Education Committee to which he has devoted an immense

amount of time. From 1919 to 1922 he was a member of the Epsom Board of Guardians. He unsuccessfully contested the Epsom Division as a Labor candidate in 1913, against Sir Rowland Blades, Conservative. Mr. Ede is a member of the Labor Party's Advisory Committee on Education, president of the Epsom Trades and Labor Council, chairman of the Epsom Labor Party, a member of the Surrey Insurance Committee and a J. P. for Surrey.

Mr. Chuter Ede was elected as President of the Surrey County Teachers' Association in 1913, and now holds the post of Assistant Secretary of the Association. He is also a prominent member of the annual conference of the National Union of Teachers, where his extensive experience of administrative bodies makes his opinion respected. On the outbreak of the war in 1914 he enlisted in the 5th East Surreys, but was transferred to the Special Brigade of the Royal Engineers in 1915, and served with that unit as a sergeant overseas from 1915 to 1919. He has a singularly alert brain, is rarely caught tripping in debate, and frequently scores at the expense of speakers who have not taken care to verify their references. He is a good platform speaker, and will be a valuable addition to the ranks of the Labor Party.

Mr. Chuter Ede took his seat in the House of Commons on Tuesday, and had a cordial reception from the members of his party. He was escorted to the bar of the House by Mr. Ammon, one of the Labor Whips, and Mr. Broad of Edmonton. A joyful shout from the Labor members greeted this trio, and there was the usual invitation to the government to "resign." Mrs. Ede accompanied her husband to the House.

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Local News

CALGARY HIGH SCHOOL

The Calgary High School Teachers were entertained by a very interesting lecture on March 16 in the Board of Trade rooms. The subject, "Immigration Problems," was handled by Professor Ottewell, of the Department of Extension, University of Alberta in his usual impressive manner. The hearers were given some new features of this perplexing problem and Professor Ottewell did not mince matters in dealing with the policies of the different governments. While the settling of immigrants has been done in a very haphazard manner in the past with the result that transportation is a hindrance to progress, the professor held out hopes of a satisfactory solution of the trouble if land nearer the railroad were purchased from the corporations and sold to the farmers. Certain districts are entirely unsuited to farming and the sooner this is realized the better for the country.

This concludes the series of lectures conducted by the High School Teachers' Alliance and the members who have attended the different meetings feel that they have received valuable information on up-to-date subjects. It also marks a new departure in the activities of the profession and the committee trust that the movement will be enlarged in the near future.

The regular monthly meeting was held in the Commercial High School on Tuesday, March 27, and the usual quota of loyal members were present to discuss the resolutions and hear something new in the line of insurance. Apparently the president thought the members should be well insured before journeying north to the land of the Eskimos. Representatives of the Continental and Merchants' Casualty Insurance Companies were present and divulged the secrets of the success of their respective companies. A committee, consisting of Messrs. Scott and Cromie and Miss Breckon, was appointed to look in the question and report at the next meeting.

The Sick Pay Committee of the two locals met the Finance Committee of the School Board and discussed the advisability of abandoning the present method of withholding sick pay until the close of the term, and adopting a form of cumulative sick pay. The members of the Finance Committee assured the delegates that the board would be very glad to change the present method but could not see their way to do so with the statute as at present drafted. A movement is under way to remove the stumbling block. The matter of cumulative sick pay was well received and was endorsed by the committee and passed on to the board for their consideration. The Alliance now have to outline the details for final acceptance.

Some time ago the high school teachers were very pleased to hear that the board did not propose cut salaries as they could not see that the teachers should bear the increased burden of taxation. However, the government has disturbed this decision by reducing the grant and the matter is under consideration again.

The following delegates were appointed at the regular meeting to attend the convention in Edmonton: Mr. J. D. Ferguson, President of the High School Local; Miss McKellar, Secretary of the High School

Local; Mr. F. D. B. Johnson of South Calgary; Mr. Patterson of East Calgary High. These delegates left on Sunday afternoon for the north.

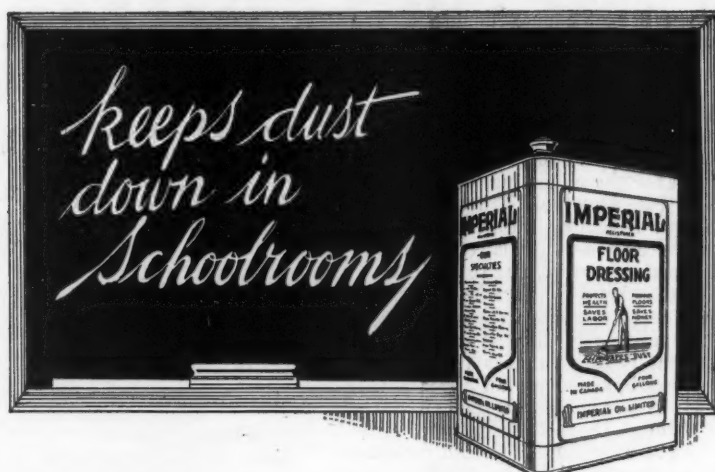
The High School Local were very fortunate to be able to secure the attendance of Miss E. McNab at the Council of Education, meeting in Toronto during Easter week. Miss McNab has been convalescing in the east and very generously agreed to attend the convention.—George Cromie.

Mr. Speakman's Address to Alberta Trustees' Association

Mr. President, Ladies and Gentlemen:

I feel a good deal of pleasure in being allowed to come before this Convention to address the representatives of the Trustees of the Province on behalf of the two teachers' organizations, the Alberta Teachers' Alliance and the Alberta Educational Association. I feel a good deal of personal pleasure in it as I have been for a good many years interested in all movements and problems affecting the development and progress of the Province, and I do not know any set of organizations—if I may use the expression—that I am more interested in than that set of organizations which have for their object the promotion of the educational welfare of the boys and girls.

Now as I represent these two organizations it comes to my mind that there is a good deal of misapprehension on the part of those who are not teachers as to the reason for the two, apparently, teacher organizations. Some imagine that these organizations are over-lapping. Some imagine that they are rival organizations. The latter thought of course is best dissipated by the fact that both organizations have asked one representative to represent both. As a matter of fact, while both organizations are for the purpose of furthering the interests of education in the Province, their scope and organization are quite different. The Alberta Educational Association has for its sole object and purpose the organizing and carrying on of a large Annual Convention, to which all teachers and all others interested in educational problems are invited, and to which teachers come to get new inspiration and enthusiasm, new ideas, and fresh impetus for their work. Teachers attend from all over the Province, paying of course, their own expenses, both transportation and maintenance, and, unfortunately, only a part of the teachers of the Province are able to attend. To this Convention, through the working of the Executive of the Association, together with the co-operation and assistance of the Department of Education, noted speakers are brought in. Educational problems are discussed, inspiring and informational addresses are given, topics of interest to those interested in education are discussed, and I am sure, after having attended a good many of them, all who attend—most of those who attend—feel a great personal benefit from the change, intermingling with fellow teachers, educationists from all over the Province and other places, from listening to the addresses, gaining new ideas, discussing matters of common interest, and mingling in a general way with others interested in the same problems. I am sure that to this Annual Convention held at Easter time, not only teachers, but also any trustees of your Association who have the time and the opportunity to attend the Convention, either with the intention of taking part in



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the discussion or listening to the addresses, will be most heartily welcome.

Now the Educational Association, however useful and interesting and inspiring the Annual Convention may be, has some very definite limitations. In the first place, it is not an organization with any other real purpose than the promotion and carrying on of this large Annual Convention. Those who attend this Convention are not delegates. They come as individuals, and from my experience the Annual Convention is a most valuable part of the year's program, where the individual teacher, whenever it is possible, may come and gain new ideas and new enthusiasm and new impetus in his work, and go back to work out the ideas, impetus and enthusiasm in his daily work.

It must be remembered, however, that while it is an excellent Convention for the individual to gain personal advantage along the line of enthusiasm, etc., it is not an institution for the collecting, consolidating and concentrating of teacher opinion throughout the Province, for the simple reason, in the first place, that teachers who attend there as individuals represent only themselves, and that, unfortunately, due to problems of economy, distance, and other problems, only possibly about a third of the teachers in the Province are able to attend. In the second place, there is no organization in the Educational Association for the carrying on of continuous discussions among all the teachers throughout the whole Province, and the embodying of opinions arrived at through these discussions in united and concentrated form. The small institute meetings are very faithful in helping along in the direction, and the co-operation of the Department of Education and of the Inspectors is found valuable, but the machinery of the Educational Association itself is really responsible only for the putting on of this large Annual Convention, and I trust and hope that this year, and in the coming years, that machinery will continue to function as well as it has done in the past.

Now the Teachers' Alliance is an organization of teachers, whose duty it is, and whose function it is, to promote the interests of teachers and the teaching profession, and to protect by united effort its individual members against all forms of individual injustice, to encourage and promote all efforts to raise the status of the teaching profession. What does that mean? It means, among the teachers themselves, to foster a better professional spirit, to encourage increased educational efficiency among the teaching body, to encourage a higher sense of business application on the part of the teacher to do his duty well, to improve the economic status of teachers in general, to get, as far as possible, increased consideration to teachers and the teaching profession from the public, and from all bodies and organizations connected with teachers. I maintain, ladies and gentlemen, that these functions are important, necessary, and valuable, and tend rather to help the work of the Educational Association, and do not in any way clash with it or overlap it. Now, while the Educational Association affords a splendid opportunity for the teachers to gather in ideas, the Alliance, on the other hand, affords through its machinery a rather more efficient means of collecting, condensing, and giving out united teacher opinion on either professional or economic topics.

Now, if I may go further, I want to say that I conceive it to be the duty of all educational organizations—the Trustees' Organization, the Teachers' Alliance, and the Educational Association, to co-operate in the fullest degree, to approach their problems not only with

the willingness to co-operate, but with the determination to co-operate; and I want to say further that the interests of the children whom you represent are of course served by the service which you, as their representatives, gain through the teachers in your schools. I want to point out the fact that the success of the teacher's work depends, among other things, very largely on the spirit of co-operation between the teacher and the trustees, and through trustees, the school public. I want to point out further, that the teachers, feeling themselves a profession, feel that their relation with the trustees is not simply the ordinary relation between employer and employee. I want to point out that the feeling of teaching as a profession rather than as a trade implies a willingness on the part of both employer and employee to recognize that they are working in a common cause. The success of the teacher's work depends very largely on the spirit with which his work is received by the school public represented by you, and on the spirit which he is able to bring into his work on his part. Although that spirit is hard to measure in any tangible way, it is tremendously important to the boys and girls that you represent. That spirit of friendly co-operation, that sinking of the inevitable differences of opinion, that combining on the common grounds of interest in the cause in which we are all working, is absolutely essential to the success of the cause which you, as trustees, represent, and which we, as teachers, are striving to further.

Now, in addition to what I have said as to the necessity of a determination to co-operate—a determination to find common ground of co-operation, and to adjust differences of opinion in a friendly spirit, I want to say further that what is good for the teaching profession—and what is determined on by the Teachers' Alliance is admittedly the opinion of the teaching body of the Province, as being good for the teacher—must inevitably be good for the trustee and the school public. There is no question about that. A body of efficient, satisfied, enthusiastic teachers is essential to the educational welfare of the boys and girls. Any movement, whether it be economic, professional or social, which tends to weaken, dissatisfy, or drive from the ranks of teachers the best men and women, is a movement which ultimately re-acts against the trustees in every instance.

There are a great many things that I would like to say on an occasion like this. I want to stress again the need for co-operation between trustees and teacher; to stress again the fact that a trustees' organization, studying educational problems—problems both of finance and the other matters—if such be carried on sincerely and profitably, can only result in good. I want to emphasize the fact that such an organization as the Educational Association, with its efforts to send out the teachers alert with its message of inspiration; such efforts as those carried on by the Department, organizations and inspectors in any means whatever to assist teachers to cope with their problems; such an organization as the Teachers' Alliance, with its carefully organized plans for improving the status of the teaching profession—all these organizations have a common end, namely, the welfare of the boys and girls.

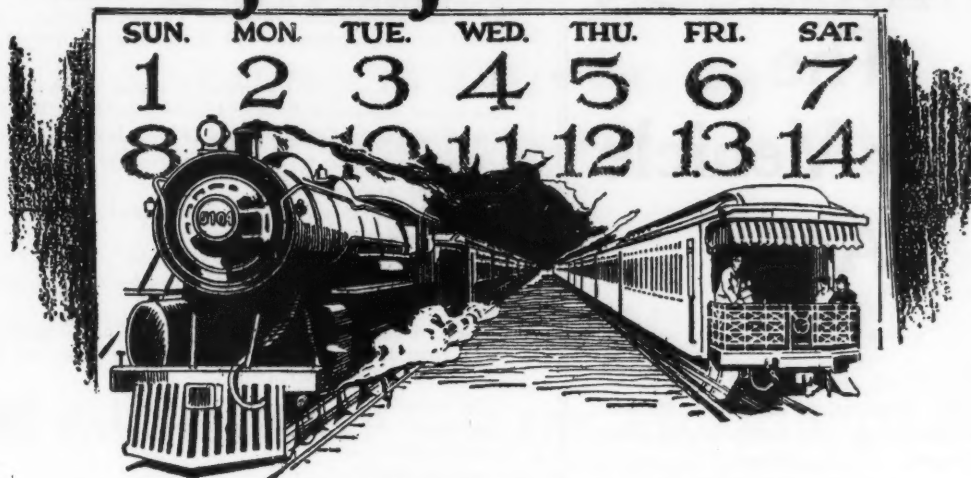
I wish in closing, to express my own personal wish, and the cordial wish of the organizations which I represent, for the success of your organization, and for the future welfare of the school public.

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Province of Alberta

The Motor Vehicle Act

The administration of the Motor Vehicle Act is under the direction of the Hon. Herbert Greenfield, Provincial Secretary of the Province of Alberta. The registration fees are as follows:—

FEE FOR REGISTRATION

\$5.00 in the case of a Motor Cycle, and for any other motor vehicle according to the length of the wheel-base in inches as follows:

LENGTH OF WHEEL-BASE IN INCHES

For motor vehicles not exceeding 100 inches.....	\$15.00
Exceeding 100 ins. but not exceeding 105 ins.....	\$17.50
Exceeding 105 ins. but not exceeding 110 ins.....	\$20.00
Exceeding 110 ins. but not exceeding 115 ins.....	\$22.50
Exceeding 115 ins. but not exceeding 120 ins.....	\$25.00
Exceeding 120 ins. but not exceeding 125 ins.....	\$27.50
Exceeding 125 ins. but not exceeding 130 ins.....	\$30.00
Exceeding 130 ins. but not exceeding 135 ins.....	\$32.50
For every motor vehicle exceeding 135 inches.....	\$35.00

(The above fees include cost of one set of number plates).

NOTE: By wheel-base is meant the length in inches from centre to centre of front and rear hubs.

License plates may be obtained from the departmental offices at Calgary and Lethbridge, the Clerk of the Court at Medicine Hat, and the Legislative Buildings, Edmonton.

HERBERT GREENFIELD,
Provincial Secretary.

Memorandum in Regard to Brandon, Edmonton and New Westminster

At the Annual Conference of the Canadian Teachers' Federation at Saskatoon, Saskatchewan, July 24, 25, 26, 1922, a very careful discussion took place on the situation in Brandon, Edmonton and New Westminster, the object of the discussion being to ascertain some practicable method by which the teachers of Canada could show their appreciation of the loyalty to the profession of the teachers in these three cities by some substantial financial reimbursement. As a result of the discussion the following resolution was carried:

That in regard to the making up of the balance of the losses sustained by the teachers in New Westminster, Edmonton, Brandon and Moose Jaw,

First, that there be prepared a concise statement of:

- (a) The amount.
- (b) The number of teachers involved.
- (c) The duration of the trouble.
- (d) The issue at stake in each case.
- (e) The tentative apportionment to the various units.

And, Secondly, that this statement be furnished to each Provincial Organization to be a basis of their appeal to their constituents.

In accordance with this Resolution the following statements from the various Provinces are herewith submitted to you.

Alberta, Edmonton:

- (a) Amount of salary lost, \$9,165.
 - (b) Number of teachers involved, 75.
 - (c) Duration of trouble, two weeks.
 - (d) Issues at stake:
- (1) Endeavour on part of the Edmonton School Board to revert to individual bargaining.
 - (2) Refusal on part of the Board to negotiate a schedule of salaries.
 - (3) Withdrawal of the right previously granted to the representation of the organization at school board meetings.
 - (4) Studied insults to teachers and the teachers' organization. Impossibility of dealing with the Board on account of intransigent attitude.

British Columbia, New Westminster:

- (a) The amount lost by the teachers was \$2,668.20. One-half of this has been repaid by the B. C. Teachers' Federation leaving an amount of \$1,334.10 outstanding.
 - (b) The number of teachers involved was 78. (Technical School not in dispute.)
 - (c) The trouble really lasted throughout the whole year, from February 15th, 1921, to January, 1922, but the teachers were only out of school for one week, from February 14th, 1921, to February 21st, 1921.
 - (d) The issues at stake were:
- (1) The recognition of the New Westminster Teachers' Association.
 - (2) The right of teachers to have their dispute submitted to arbitration, in view of its serious nature.
 - (3) The right of the New Westminster teachers to be paid for their services more in accordance with

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IT SPANS THE WORLD

salaries paid to all other teachers in surrounding municipalities.

The Board claimed that salaries must depend wholly upon the financial state of the city. The teachers claimed that the city was able to pay respectable salaries without involving its finances, and that teachers should be paid for the value of the services they rendered.

(4) The removal of the Board's autocratic and arbitrary methods of dealing with teachers, and the substitution therefor of democratic and co-operative methods.

As a result of the struggle, the issues at stake were all decided in the teachers' favour, and the decisions have indirectly benefited teachers in general.

Manitoba, Brandon:

(a) The amount: \$24,960.00 (actual loss experienced by those who did not obtain employment in May and June).

(b) The number of teachers involved, 86.

(c) The duration of the trouble: two months (issues not settled yet). A number of teachers continue to suffer severe financial loss through holding inferior positions as compared with those held in Brandon.

(d) The issues at stake:

(a) The right of a Board to make drastic and unjust reduction in salaries by ultimatum and without previous conference with the staff.

(b) The refusal of the Board to arbitrate the matter.

(c) The refusal of the Board to recognize the local association of the Manitoba Teachers' Federation.

To sum up, the issues were:

(1) The right to act collectively as an Association.

(2) The right to negotiate with the Board.

(3) The right to have differences arbitrated.

The teachers of Manitoba raised a voluntary fund of \$9,631.35:

(a) To meet emergency cases of need.

(b) To express by means of a gift their sympathy with the teachers and their approval of the stand they had taken.

This fund was increased to \$15,378.00 by means of generous and unsolicited contributions from two other provinces.

This statement can be fitly closed by the publication of the following letter:

Winnipeg, Man., Dec. 27, 1922.

Mr. G. J. Reeve,
Sec. Manitoba Teachers' Federation,
Winnipeg, Man.

Dear Sir:

The members of the ex-Brandon Teachers' Association wish to take the opportunity afforded by this Annual Convention to express their very deep and earnest appreciation of the support given them during the spring and summer of 1922 by the Manitoba Teachers' Federation, other provincial organizations, and by teachers everywhere throughout Canada. It is a source of very keen satisfaction to us to know that the action taken by our Association at that time is so fully approved of by members of our profession generally.

We trust that the Manitoba Teachers' Federation will forward copies of this communication to the other teachers' organizations of Canada.

Signed on behalf of the ex-Brandon Teachers' Association.

B. A. TINGLEY.

A WORD OF APPEAL

The British Columbia Executive add this word of appeal to their statement:

Can any teacher honestly say, after reading such a brief outline, and thinking of just what such a result means to the profession, "What good are teachers' organizations?" All teachers rejoice in the outcome. The conditions of all of all are improved by it, but 78 teachers bore the brunt of the fight, and risked everything. Are you willing to subscribe a little to remove the financial loss sustained by them? You have shared in the victory—will you now share in the fight? It is surely easy to be not called upon until the fight is won. Let your motto be "All for each—each for all."

These statements place before you the situations in these three cities and make it very clear how the teachers in these cities have fought the battle for the interests of the teachers in Canada. One should add that through the medium of the Canadian Teachers' Federation the situation in each of these cities was made clear to all the rest of Canada, with the result that the teachers in all parts of Canada stood loyally by the honour of the profession, and this loyalty of the teachers at large no doubt contributed very greatly to the successful issue in these three cities.

It is, however, for the teachers of Canada to consider a further contribution, so that these teachers who have suffered so seriously financially shall be reimbursed at least to a very great extent. The Canadian Teachers' Federation are therefore placing these facts before the Executive of each of the Provincial organizations for their action in their own constituencies.

Any responses to this appeal should be sent by the treasurer of the Provincial unit to the treasurer of the Canadian Teachers' Federation, Miss Helen S. Arbuthnot, 258 Montrose Avenue, Toronto.

In regard to the distribution of these funds the following quotation from the minutes of the Saskatoon meeting is explicit:

THE CHAIRMAN: I asked particularly, as you noted, and Dr. Hardy accepted, that this appeal be made by the officers of the C.T.F., and that the funds be passed and handled by the C.T.F. Executive.

MR. LAIDLAW: The understanding I have is perfectly clear in connection with this. Our agreement to it is a compromise. That is quite clear, too. These funds will be apportioned if they are not earmarked. If any body of teachers, in sending them in, earmark them, then the officers will have to send those funds where they are earmarked for. They will use their discretion in respect to where the rest of the funds will go.

THE CHAIRMAN: I am going to put the question. All those in favor say "aye." (Carried unanimously.) On behalf of the Canadian Teachers' Federation.

H. W. HUNTLEY, President.

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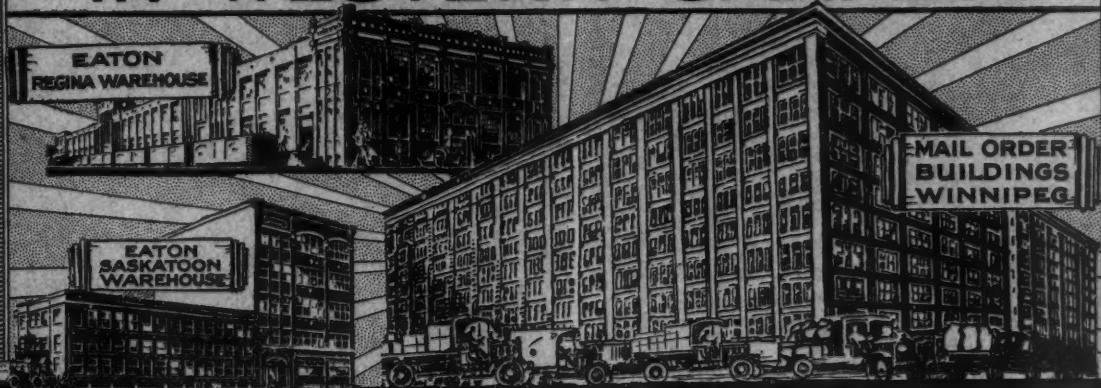
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